

PUBLIC EMPLOYEES' RETIREMENT BOARD
100 N Park
Helena MT 59620
Personnel Committee Meeting
Friday March 30, 2007
1:00 PM

Committee Members: Elizabeth Nedrow Chair, N. Jay Klawon
and John Paull

Staff: Roxanne Minnehan, Melanie Symons, and Scott Miller

Public Comment – *No public comment.*

Negotiation Team (members include)

Personnel Committee	Elizabeth Nedrow, Chair, Jay Klawon and John Paull
MPERA Management	Melanie Symons, Legal Counsel, Scott Miller, Legal Assistant and Roxanne Minnehan, Executive Director
MPERA Staff	Shelly Pardis, Sheri Mitchell, and Kathy Herbel
DOA Staff	Kathleen Field, HR and Greg Martin, Labor Relations
MPEA Representative	Stacey Bird

Executive Director's Report

Board members were provided with a summary of HB13 and a summary of the current Market Progression Ratios, Longevity Increases and the increase in employee costs for insurance.

The meeting entailed the Union negotiations between the Montana Public Employees Association (MPEA), Montana Public Employee Retirement Administration (MPERA) and the Public Employees' Retirement Board. During the meeting the union made 4 proposals.

Union Proposals

Stacey Bird, Union Representative, provided written proposals for consideration:

Supplemental Agreement; **Proposal 1:** Article 10, Section 8.

Workers Compensation Leave

A permanent employee injured on the job with either an industrial injury or an occupational disease and eligible for workers' compensation benefits will retain all rights to their previously held position and will be entitled to leave without pay and/or to augment their total disability benefits with sick leave, pursuant to MCA 39-71-736(3),

during the period of total disability for 9 months. During this 9 months period of total disability, the Employer will pay the insurance state share.

Addendum A- Alternative Pay Plan Provisions; **Proposal 2:** Section 2. Pay Ranges
Pay Ranges- maintain pay ranges of Addendum A dated December 15, 2005 and MOA dated march 6, 2007 if they are at a higher rate than the 2006 Market Analysis established by Department of Administration. Adopt the pay ranges if they are higher on the 2006 market Analysis established by Department of Administration.

Proposal 3: Section 3. Occupation market progression (Delete last sentence)
Employees will progress to market pay based on their years of service in their positions according to the occupational pay band contained under Section 2 provided they are not under corrective action. Implementation will be retroactive to October 15, 2005 (Deleted). Occupational market progression ranges were implemented on October 15, 2005.

Proposal 4: Section 12. 2005-07 (deleted) 2007-09 pay raises.
All employees will receive the statutory pay raises contained in House Bill 447(delete) 13 for the 2005-2007(delete) 2007-09 biennium. All employees will receive the .6% as base pay increases.

The union representatives left the meeting at approximately 1:30 pm. The Personnel Committee discussed the proposals. The Union representatives rejoined the meeting at approximately 2:30 pm.

Personnel Committee Response to Union Proposals

The Personnel Committee decided not to accept Proposal 1 of the Unions proposals. FMLA requires 3 months; this proposal would extend the requirement to 1 year. This proposal would rarely be implemented in MPERA's work environment. In addition, the Committee decided this proposal was not appropriate for these negotiations.

The Committee decided to accept Proposal 2 of the Unions proposals and keep the higher salary range if the market analysis shows a decrease in range.

The Committee expressed some concerns with the cost impact of Proposal 4.

Personnel Committees Contract Concerns

The Personnel Committee provided the Union representatives with a verbal list of ideas the Committee and Staff would like to pursue.

1. Extend probationary period for new hires from 6 months to 1 year.
2. Decrease the length of time for in-house postings. Five working days prolongs the hiring process.
3. Clarify in-house transfer/promotions.

4. Include job class codes in the matrix.
5. Remove supervisors from the Union.

A formal proposal will be provided at the next meeting.

ADJOURNMENT

Meeting was adjourned at 3:00 p.m.

The next negotiations meeting is scheduled for April 23, 2007 at 1 p.m.